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DRAFT/mcd
20 December 1957

DETERMINING ELIGIBILITY TO APPLY FOR
MEMBERSHIP IN THE CAREER STAFF OF THOSE
INDIVIDUALS WHO ARE REEMPLOYED AFTER
RESIGNING FROM THE AGENCY

Current Policy:

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Paragraph 3a(1), [REDACTED] "The Career Staff of the Central Intelligence Agency" provides that time on duty under one or more appointments as a Staff Employee or Staff Agent will be considered as creditable time toward eligibility to apply for membership in the Career Staff. This means that an employee who resigned after three years service is eligible to reapply for membership immediately upon his return to duty if an additional one-year trial period has not been imposed. If the trial period is imposed, the employee becomes eligible at the end of the trial period.

Discussion:

1. The criterion of "intent to make a career in CIA" is raised when the Career Service, the Examining Panel, and the CIA Selection Board consider the application of a person who has served under more than one appointment. It is recognized, however, that in some cases there may have been extenuating circumstances.

2. When an individual signs his application, his intent is assumed to be bona fide. His intent can only be challenged by action on his part, i.e., refusal to accept directed assignment and/or resignation.

Recommendations:

1. A person must serve three consecutive years to be eligible to make application for membership in the Career Staff. If a person has served under more than one appointment, he shall be required to serve three years under his last appointment unless his prior resignation was in the "best interests of CIA." "Best interests of CIA" would include the following

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categories only:

a. Resignation [REDACTED] to gain employment

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[REDACTED] education, or for additional experience.

In these cases, it must be determined at the time of resignation that this was a planned resignation and the individual expects to return to CIA at some future date.

b. Resignation to accompany spouse to new duty station, if the spouse is an employee of the Agency.

2. By virtue of the Veterans' Preference Act, persons returning to duty from military furlough will be considered eligible immediately if their civilian and military time amounts to three years. However, no action will be taken to admit these persons to Career Staff membership until they have served three years in CIA. At least one of these years must be served subsequent to military furlough. Civilian and military time will be included in computing effective date of membership.

3. Exceptions to the above will be considered by the CIA Selection Board upon request from the Head of the Career Service.

4. That the above become effective 1 April 1958.

5. That time served under all appointments be included in computing effective date of membership.

6. Career Council

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